

SPECIAL RATE SCHEDULES

EFFECTIVE JUNE 27, 2004

The following special rates apply to employees eligible for representation by:

SHIFT

UNION	P.M. rate per hour 6:00pm to Midnight	A.M. rate per hour Midnight to 6:00am
AFSCME	\$0.70	\$0.80
CWA-TACE	\$1.00	\$1.00
IAFF*	\$0.80	\$0.85
TPOA	\$1.00	\$1.00
NON-REPRESENTED	\$0.80	\$0.80

*P.M. is 8:00pm to Midnight

*A.M. is Midnight to 8:00am

STANDBY (ONCALL)

UNION	Standby rate per hour	
AFSCME	\$1.60	(specific classes within the IAFF)
CWA-TACE	\$1.75	
IAFF	\$1.60	
TPOA	n/a	
NON-REPRESENTED	\$1.30	

* WEEKEND PREMIUM PAY

UNION	Weekend Premium rate per hour
AFSCME - eligible	\$1.20
CWA-TACE	n/a
IAFF	n/a
TPOA	n/a
NON-REPRESENTED	n/a

* Only for regular schedule hours on the weekend

All rates are effective June 27, 2004